

**KWQC-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Technical Media Operator	1-13, 15-16, 18-22, 24-32, 34-41, 43-57, 59	16
Regional Account Representative	1-13, 15, 18-22, 24-32, 34-41, 43-59	58
Anchor/Producer	1-13, 15-16, 18-22, 24-32, 34-41, 43-57, 59	16
Video Journalist/Producer	1-13, 15, 18-22, 24-41, 43-57	33
Video Journalist/Producer	1-13, 15-16, 18-22, 24-32, 34-41, 43-57	16
Video Journalist/Producer	1-13, 15, 18-22, 24-32, 34-41, 43-57	18
Content Producer	1-13, 15, 18-22, 24-32, 34-41, 43-57, 59	18
Promotions Producer	1-6, 8-15, 18-32, 34-41, 43-48, 50-57, 59	3
Investigative Reporter/Producer	1-6, 8-13, 15, 18-22, 24-32, 34-41, 43-47, 50-57, 59	18
Local Account Executive	1-15, 18-22, 24-32, 34-59	58
Content Producer	1-6, 8-13, 15, 18-22, 24-28, 30-32, 34-41, 43-47, 50-57, 59	18
Content Producer	1-6, 8-13, 15, 17-22, 24-28, 30-32, 34-41, 43-47, 50-57, 59	17
Video Journalist/Producer	1-6, 8-13, 15-16, 18-22, 24-28, 30-32, 34-41, 43-47, 50-57, 59	16
Video Journalist/Producer	1-6, 9-13, 15-16, 18-22, 24-28, 30-32, 34-41, 43-47, 50-59	18
Technical Media Operator	1-6, 8-13, 15, 18-22, 24-28, 30-32, 34-35, 37-41, 44-53, 55-57, 59	32

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications Editor 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : jobs@602communications.com Sandra Lizik	N	0
2	AARP 3311 SW 9th St. #300 Des Moines, Iowa 50315 Phone : 515-287-1555 Email : pethompson@aarp.org Pamela Thompson	N	0
3	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7339 Email : lisaslater@augustana.edu Lisa Slater	N	1
4	Blackhawk College 6600 34th Avenue Moline, Illinois 61265 Phone : 309-796-5129 Email : storeyb@bhc.edu Bruce Storeyb	N	0
5	Bradley University 1501 W. Bradley Ave. Peoria, Illinois 61625 Phone : 309-677-2510 Email : kcdunn@bradley.edu Kimberly Dunn	N	0
6	Briar Cliff University 3303 Rebecca St. Sioux City, Iowa 51104 Phone : 712-279-5455 Email : joshua.cobbs@briarcliff.edu Joshua Cobbs	N	0
7	Broadcast Employment Services (Tvjobs.com) P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listing Manual Posting	N	0

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8	Brown Mackie / Ross College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : je.jackson@rosseducation.edu Jennifer Opp-Jackson	Y	0
9	Carl Sandburg College Theatre 2400 Tom L. Wilson Blvd. Galesburg, Illinois 61401 Phone : 309-341-5287 Email : ssharp@sandburg.edu Susan Sharp	N	0
10	Central College 812 University St. Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
11	Christian Family Care Center P.O. Box 4176 Rock Island, Illinois 61204 Phone : 309-788-2273 Email : khoughton@christiancareqc.org Kris Houghton	Y	0
12	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : dpatten@coe.edu Diana Patten	N	0
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Current Employee	N	2

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15	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3142 Email : annette.watson@drake.edu Annette Watson	N	0
16	Employee Referral	N	6
17	Former Employee	N	1
18	Gray Television, Inc. 4370 Peachtree Road, NE Atlanta, Georgia 30319 Phone : 470-225-5410 Shavonne Perry Manual Posting	N	14
19	IA Dept. of Human Rights Lucas State Office Bldg. Room 424 Des Moines, Iowa 50319 Phone : 515-242-5655 Email : kim.cheeks@iowa.gov Kim Cheeks	N	0
20	IA State University Morrill Road Ames, Iowa 50011 Phone : 515-294-9957 Email : julip@iastate.edu Juli Probasco-Sowers	N	0
21	Illinois Dept. of Employment Security 500 42nd Street, Suite 1 Rock Island, Illinois 61201 Phone : 309-794-3619 Email : jane.verplaetse@illinois.gov Jane E. Verplaetse	N	0
22	Illinois State 100 N. University St. Normal, Illinois 61761 Phone : 309-438-7780 Email : Rcarro3@ilstu.edu Bob Carroll	N	0
23	Indeed.com	N	1

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24	Iowa Broadcasters Assn. P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : sue@iowabroadcasters.com Sue Toma	N	0
25	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515-576-0099 Email : kavanaugh@iowacentral.edu Jessica Kavanaugh	N	0
26	Iowa Workforce Development 326 W. 4th Street #910 Davenport, Iowa 52803 Phone : 563-445-3200 X43313 Email : griselda.aguirre@iwd.iowa.gov Griselda Aguirre	N	0
27	Kaplan University 1801 E. Kimberly Rd. Davenport, Iowa 52807 Phone : 563-355-3500 Email : abowers@kaplan.edu Angie Bowers	N	0
28	Kaplan University 3165 Edgewood Parkway Cedar Rapids, Iowa 52404 Phone : 319-363-0481 Email : cdeahl@kaplan.edu Cindy Deahl	N	0
29	Kaplan University 7009 Nordic Dr. Cedar Falls, Iowa 50613 Phone : 319-277-0220 Email : kristin.cahill@kaplan.edu Kristin Cahill	N	0
30	KDPS-FM Central Campus 1800 Grand Des Moines, Iowa 50309 Phone : 515-242-7723 Email : kirk.johnson@dmschools.org Kirk Johnson	N	0

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31	KWQC-TV6 (internal) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Joydene Koresko Manual Posting	N	0
32	KWQC-TV6 (website) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7160 Jeff Whitten Manual Posting	N	8
33	Linked In	N	1
34	Loras College 1450 Alta Vista St. Dubuque, Iowa 52001 Phone : 563-588-7385 Email : craig.schaefer@loras.edu Craig Schaefer	N	0
35	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson	N	0
36	Mayborn School of Journalism-University of North Texas W. Mulberry Street Denton, Texas 76201 Phone : 940-565-2205 Email : michelle.redmond@unt.edu Michelle Redmond	N	0
37	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0

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38	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0
39	Monmouth College 700 E. Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monm.edu Jake McLean	N	0
40	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1212 Email : career@nwmissouri.edu Stacey Stokes	N	0
41	Northwestern University 630 Lincoln Street Evanston, Illinois 60208 Phone : 847-467-5718 Email : genevieve.harclerode@northwestern.edu Geni Harclerode	N	1
42	On Air Recruitment Ad	N	2
43	Partners in Job Training & Placement 500 42nd Street, Suite #4 Rock Island, Illinois 61201 Phone : 309-788-7587 Email : Jennifer.Marme-Lowery@AmericanJob.Center Jennifer Marme-Lowery	N	0
44	Robert Young Center, CSP 2200 3rd Avenue Rock Island, Illinois 61201 Phone : 309-779-2429 Email : Darcey.Sebolt@unitypoint.org Darcey Sebolt	N	0

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45	S.I.U. 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Email : careerservices@siu.edu Career Services	N	0
46	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
47	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6342 Email : mattesonkimberly@sau.edu Kimberly Mattson	N	0
48	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-370-6665 Email : prestonann@sau.edu Ann Preston	N	0
49	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : schneiderdonaldl@sau.edu Donald L. Schneider	N	0
50	St. Cloud State University 720 4th Avenue S. St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Mark Mills	N	0
51	Truman State University 100 E. Normal St. Kirksville, Missouri 63501 Phone : 660-785-4000 Email : pollym@truman.edu Polly Matteson	N	0



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52	U of I (School of Journalism & Mass Comm) 100 Adler Journalism Building Iowa City, Iowa 52442 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
53	University of Dubuque 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3000 Email : abaus@dbq.edu Amy Baus	N	0
54	University of Illinois 901 West Illinois Street Urbana, Illinois 61801 Phone : 217-333-1508 Email : jrhogue@illinois.edu Jessica Hogue	N	0
55	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8438 Email : penni.pier@wartburg.edu Penni Pier	N	0
56	Western IL University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1838 Email : careers@wiu.edu Career Advisor	N	0
57	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-1045 Email : careerservices@wmpenn.edu Marsha Riordan	N	0
58	Word of Mouth Referral	N	5

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59	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>42</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/20/2018	Participation in events or programs sponsored by educational institutions	Kevin Phelps, Meteorologist, conducted a station tour for Pleasant Valley Middle School Developmental Program. 6-10 attended - ages 10-13. He talked about News, Weather and our live show - PSL. Also talked about working in Michigan and Missouri and how early the morning show starts.	1	Meteorologist
2	3/27/2019	Co Sponsoring Job Fair	Joydene Koresko, KWQC Office Manager and Annette Trefz, KWQC Business Manager attended the Blackhawk College Job Fair that KWQC co-sponsored. Information was handed out showing current job postings.	2	Office Manager Business Manager
3	5/16/2019	Participation in events or programs sponsored by educational institutions	A Junior student from West High School, Davenport, IA. job shadowed our reporter - Rebecca David for four hours. They attended the news meeting, watched a newcast, and talked to photographers about shooting and editing along with learning what a reporter does daily.	3	Reporter Co-Chief Photographer Co-Chief Photographer
4	6/2/2019	Establishment of an intern program designed to assist members of the community	Three Summer interns participated in our internship program. (2) students interned in the News Dept. and (1) student interned in our Promotions Dept. One student was from Indiana University, one student from University of Iowa and one student from University of Northern Iowa.	4	Asst. News Director News - Digital Promotions Supervisor Promotions Producer
5	6/14/2019	Participation in other activities designed by the station employment unit	Marcia Lense, news anchor, conducted a station tour for several former station employees and their spouses. She provided a tour of our station and talked about how things have been updated since nearly 40 years ago when some of the former employees worked at the station.	1	News Anchor
6	6/20/2019	Provision of training to management	Participated in a Webinar for Gray Television Stations - FCC's Equal Employment Opportunity Rules. Presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.	1	Office Manager

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	7/10/2019	Participation in events or programs sponsored by educational institutions	KWQC General Manager spoke at a seminar at Loyola University, Chicago, IL and RTDNA for 80 students and teachers ages 22-62. Topics covered were leadership, communication & collaboration, and workplace integrity. She shared lessons learned from personal experience as a journalist and manager. Topics included how to strengthen Anchor/Producer teams through workplace integrity - discrimination and incivility, but filled with opportunity - especially for those who have traditionally been denied it.	1	General Manager
8	7/24/2019	Participation in events sponsored by community groups	Kevin Phelps, Meteorologist conducted a tour for a group of students from Project Renewal. 20 kids ages 8-10 who were interested in journalism jobs when they get older. Kevin talked about the newsroom and the studio. He also spoke about working in Michigan and Missouri and how it made him a better forecaster and why he liked working at KWQC.	1	Meteorologist
9	7/31/2019	Provision of training to management	The KWQC Management Team met to watch an informative webinar by Kevin Eikenberry who introduces the concept of feedforward and how it creates performance reviews that actually deliver results. The training covered several topics - accountability, how to nurture emotional intelligence, overlooked strategies that improve morale, productivity and retention, dealing with difficult people on the job, turning around employees who need an attitude adjustment and using feedback and feedforward to drive measurable results. All of these topics helped to train management to be EEO compliant in all phases of the workplace.	4	General Manager News Director General Sales Manager Chief Engineer

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10	8/13/2019	Participation in Job Fairs	Attended the Quad City Success Fair at the Rogalski Center at St. Ambrose University on 8-13-19 from 12:30-3:30PM. This fair was to help veterans, transitioning soldiers and the community in finding employment, resources and education opportunities. Information on KWQC, KCRG, and KYOU job openings were distributed to those interested.	2	Office Manager Business Manager
11	8/15/2019	Participation in events or programs sponsored by educational institutions	Loras College, Dubuque, IA - had 10 students job shadow our News Dept for 6 hours. They met with anchors, producers, reporters, digital, watched noon news, and attended the daily news meeting.	2	News Director Digital Producer
12	9/4/2019	Participation in events sponsored by community groups	Station tour conducted by Cedric Haynes, Meteorologist, for 10 area businessmen interested in seeing how things are done at a tv station. The ages were 65-75 and the tour was 1-1/2 hours. Weather, news, promotions/creative services and the control room were visited. Cedric talked about going to college and courses he had taken to be a meteorologist.	1	Meteorologist
13	9/26/2019	Participation in events or programs sponsored by educational institutions	Cedric Haynes, KWQC Meteorologist, met with 30 high school students ages 17-18 - at North Scott High School - Math Class. Topics covered were math and science, weather, college education and career options. He discussed the different careers that need a big math and science background along with other broadcast jobs.	1	Meteorologist